

**RESOLUTION OF  
THE BOARD OF GOVERNORS OF THE UNIVERSITY OF NORTH CAROLINA SYSTEM**

**DELEGATED AUTHORITIES TO THE PRESIDENT  
RELATED TO CAMPUS LAW ENFORCEMENT OFFICERS EXEMPT FROM  
THE PROVISIONS OF THE STATE HUMAN RESOURCES ACT**

May 26, 2022

WHEREAS, the North Carolina General Assembly enacted an exemption from most provisions of the North Carolina Human Resources Act (G.S. 126) for commissioned police officer positions within The University of North Carolina System (S.L. 2020-56 Section 7);

WHEREAS, the staff of the UNC System Office is in the process of making final preparations for the implementation of a new classification and compensation system designed exclusively for commissioned police officers of the University of North Carolina System under the provisions of the University's exempt from the State Human Resources Act (EHRA non-faculty) human resources program;

WHEREAS, such commissioned police officer positions once transitioned to EHRA non-faculty status will be subject to the provisions of Section 300.2.1 of the UNC Policy;

WHEREAS, it is deemed necessary that certain aspects of the State's human resources policies as applicable to employees subject to the State Human Resources Act, or substantially equivalent University policies, shall continue to apply the University's commissioned police officers following their transition to EHRA non-faculty status;

NOW, THEREFORE, BE IT RESOLVED, that the UNC Board of Governors delegates authority to president of The University of North Carolina System to issue or amend any necessary regulations and/or guidelines as deemed necessary by the president to implement the following regarding commissioned police officers of The University of North Carolina System (hereafter, "law enforcement officer") positions, effective July 1, 2022 or thereafter:

I. COMPLIANCE WITH THE FEDERAL FAIR LABOR STANDARDS ACT. All law enforcement officer employees subject to this resolution that are classified as subject to the overtime provisions of the federal Fair Labor Standards Act may be covered by University procedures that are substantially equivalent to those issued by the North Carolina Human Resources Commission for SHRA employees regarding wage-hour compensation (the "Hours of Work and Overtime Compensation" policy).

II. SPECIAL PAY COMPENSATION. All law enforcement officer employees subject to this resolution may be covered by University procedures that are substantially equivalent to the special pay compensation policies approved by the North Carolina Human Resources Commission for SHRA employees, including but not limited to:

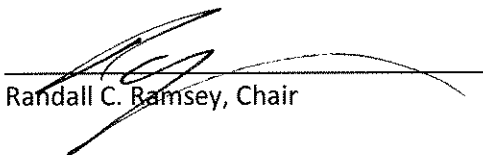
## APPENDIX T

- A. On-call emergency and callback pay policy;
- B. Shift premium pay policy; and
- C. Holiday premium pay policy.

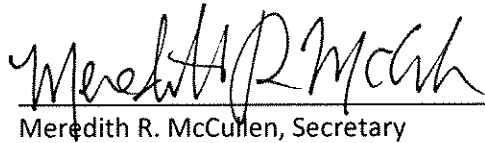
III. LONGEVITY PAY. All law enforcement officer employees subject to this resolution who are originally appointed to their positions as subject to the state human resources act (SHRA) remain eligible to receive longevity pay substantially equivalent to that which would or will be received under the annual longevity pay policies approved by the North Carolina Human Resources Commission.

IV. DISCIPLINARY AND GRIEVANCE PROCEDURES. Consistent with the authority granted in G.S. 126-5(c16), all law enforcement officer employees subject to this resolution shall be covered by due process procedures defined in the "Disciplinary Action Policy" and the "University SHRA Employee Grievance Policy" as approved by the North Carolina Human Resources Commission or by future amendments or replacements to said policies as prescribed by the Commission.

Adopted this 26<sup>th</sup> day of May, 2022



Randall C. Ramsey, Chair



Meredith R. McCullen, Secretary